

VETERINARIAN (GENERAL)

(CONTINUOUS FILING)



DEPARTMENTAL OPEN STATEWIDE EXAMINATION

AT58/0177 (4FAV1)

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY

Applicants who meet the minimum qualifications as stated below. This is a departmental open examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

CONTINUOUS FILING INSTRUCTIONS

The testing office will accept applications continuously and will notify test applicants as needs warrant. **Testing is considered continuous** as closing dates (cut-off dates: see below) can be set at any time and eligible lists are merged. Applications personally delivered after the closing date will be held over for the next examination. **A candidate may be tested only once during a testing period.** The testing period for this examination is 12 months. The beginning of the testing period is based upon when an individual is placed on the eligible list. **A person may not be examined more than once in a testing period. Therefore, if you have taken this examination within the last 12 months, you are not eligible to apply or compete in this examination.** You must submit a state application (Form STD 678) for each testing period.

HOW TO APPLY

Standard State Application (STD. 678) is available through the internet at <http://jobs.ca.gov/Profile/StateApplication>. Applications must be submitted to the California Department of Food and Agriculture. **Applications personally delivered or received via interoffice mail must be received by 5:00 p.m. on the final cut-off date.** Applications received after the final **cut-off date** will be held over for the next testing exam.

State Application must be POSTMARKED no later than the final cut-off date of September 12, 2014.

Cut-off date: 9/12/14

California Department of Food and Agriculture
Examination Unit
1220 N Street, Room 242
Sacramento, CA 95814
Attn: Cindy Torres

Note: Only applications with original signature will be accepted. Facsimiles (FAX) or emailed applications will not be accepted under any circumstance.

DO NOT SUBMIT APPLICATIONS TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CALHR).

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special arrangements, mark the appropriate box in #2 of the application. You will be contacted to make specific arrangements. If you have not been contacted by the time you receive a notice to appear at a test, call the California Department of Food and Agriculture Exam Unit at (916) 403-6581.

REQUIRED IDENTIFICATION

NOTE: Applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

SALARY RANGE

Range A - \$4,949 - \$6,464
Range B - \$5,191 - \$6,767
Range C - \$5,702 - \$7,443
Range D - \$6,269 - \$7,802

VETERINARIAN (GENERAL)

CONTINUOUS FILING

ELIGIBLE LIST INFORMATION

A Departmental "Open" list will be established for the California Department of Food and Agriculture. The names of successful competitors are merged onto the list in order of final scores, regardless of test date. Eligibility expires **12** months after it is established. Competitors must then retake the Qualifications Appraisal exam to reestablish eligibility.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

NOTE: ALL APPLICATIONS MUST MEET THE EDUCATION AND/OR EXPERIENCE REQUIREMENTS AS STATED IN THIS EXAMINATION ANNOUNCEMENT. YOUR SIGNATURE ON YOUR APPLICATION INDICATES THAT YOU HAVE READ, UNDERSTOOD, AND POSSESS THE BASIC QUALIFICATIONS REQUIRED.

NOTE: ALL APPLICATIONS/RESUMES MUST INCLUDE: "TO" AND "FROM" DATES (MONTH/DAY/YEAR); TIME BASE; AND JOB TITLES. APPLICATIONS/RESUMES RECEIVED WITHOUT THIS INFORMATION MAY BE REJECTED.

MINIMUM QUALIFICATIONS

Submission of Transcripts/Degree is required to verify the education requirement. Failure to attach transcripts may result in a delay of your approval to compete in the examination.

Possession of a valid license issued by the Board of Examiners in Veterinary Medicine for the State of California to practice as a Doctor of Veterinary Medicine. [Applicants who do not possess a valid California license but who are eligible to take the next scheduled State Board Examination (California Practical), or the next scheduled Reciprocity Exam as determined by the Board of Examiners in Veterinary Medicine for the State of California may be appointed, but must secure the required license within 12 months of the date of appointment.] **and**

Education: Graduation with a Doctorate Degree in Veterinary medicine from an institution of recognized standing.

POSITION DESCRIPTION

Under close to general supervision, incumbents at the entry, training, and first working level conduct routine veterinary tests making veterinary inspections. Incumbents perform progressively more difficult and responsible assignments with a minimum of supervision as experience and competence are gained; however, they are not regularly assigned the full range of journey level work, including the more difficult assignments. Incumbents work independently, follow general work instructions and standardized practices, and learn the regulations, laws, philosophy, field procedures, medical management of wildlife and domestic livestock and poultry, surgical or necropsy procedures, epidemiology, diagnosis and disease control, and eradication procedures.

Under general direction, incumbents at the full and advanced journey level exercise a high degree of initiative and independent judgment. Incumbents plan, organize, and coordinate professional veterinary work in the identification, prevention, treatment, control, and eradication of diseases and environmental toxicology problems in wildlife and/or domestic livestock and poultry populations statewide or within a specific geographic area.

Incumbents may act in a lead capacity and provide technical guidance and train lower level professional and sub-professional staff. Incumbents provide technical assistance to regional and division staff and to local veterinarians, and coordinate the activities of contract veterinarians through field visits; evaluate the effectiveness of programs; determine applicability of established procedures for disease prevention, control, and eradication; develop and recommend new practices and procedures; and prepare reports and perform as principal investigator on specific wildlife and/or domestic livestock or poultry investigation projects requiring medical expertise.

EXAMINATION INFORMATION

This examination will consist of a Supplemental Application - weighted 100% that will be mailed at a future date.

Competitors who do not return the Supplemental Application will be disqualified.

SUPPLEMENTAL APPLICATION – WEIGHTED 100%

The California Department of Food and Agriculture and the California Department of Human Resources (CalHR) reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified..

VETERINARIAN (GENERAL)

SCOPE OF EXAM

AND

SCOPE OF ON-THE-JOB

KNOWLEDGE AND ABILITIES

CONTINUOUS FILING

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

KNOWLEDGE AND ABILITIES

The following are the general and technical competencies that apply to the Veterinarian (General) specification. Includes both General (knowledge, skills, abilities, and on-the-job behaviors that can be applied across different jobs and organizations) and Technical Competencies (knowledge and technical skills specific to each job that are usually developed through education or professional training) that are required for all classifications within the series specifications.

General Competencies

The following general competencies are in the State of California Scientist Rank and File General Competency Model. This Model also provides examples of the successful behaviors associated with each defined competency. These competencies are the basis for a number of personnel management practices including, but not limited to, the development of selection methods, training, individual development plans, and performance management.

1. Maintaining Scientific Expertise: Applies technical expertise to tasks and professional development.
2. Applying Science for California's Benefit and Protection: Analytical thinking, decision making, diagnostic information gathering, forward thinking, and planning and organizing.
3. Displaying Personal and Professional Credibility: Ethics and integrity, initiative, personal credibility, stress management, and thoroughness.
4. Conveying Scientific Information: Oral communication and written communication.
5. Building Collaborative Working Relationships: Flexibility, interpersonal skills, and teamwork.

Technical Competencies

Knowledge of:

1. Animal science;
2. Bacteriology;
3. Biochemistry;
4. Biology including basic concepts of microbiology and virology;
5. Current issues and literature of subject-matter area;
6. Epidemiology;
7. Laws, rules, and regulations as related to veterinary programs;
8. Parasitology;
9. Pathology;
10. Pharmacology;
11. Physiology;
12. Public health;
13. Toxicology;
14. Veterinary emergency response;
15. Veterinary medicine;
16. Data Collection, coding, and processing;
17. Immunology and serology;
18. Research methodology, interpretation, and reporting.

VETERINARIAN (GENERAL) EDUCATION AND EXPERIENCE

CONTINUOUS FILING

SPECIAL NOTE:

If conditions warrant, this examination may utilize an evaluation of each competitor's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.

VETERANS PREFERENCE

Veterans' Preference will be granted in this examination. Effective January 1, 2014, in accordance with Government Code 18973.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released.

DISTINGUISHING CHARACTERISTICS

SPECIAL PERSONAL CHARACTERISTICS

Willingness to travel and work under difficulties involved in preventing and combating epizootics of wildlife, livestock and poultry diseases.

ADDITIONAL DESIRABLE QUALIFICATIONS

Preference may be given to veterinarians who possess a valid driver license of the appropriate class issued by the Department of Motor Vehicles prior to appointment into a position with this department; a post D.V.M. Master's Degree in Preventative Veterinary Medicine, Public Health, Board Certification in a specialty area of veterinary medicine, or a PhD. in a related field.

QUESTIONS?

If you have any questions regarding this announcement, please contact the California Department of Food and Agriculture, Examination Unit, 1220 N Street, Room 242, Sacramento, CA 95814, Attn: Cindy Torres, (916) 403-6581, or at cindy.torres@cdfa.ca.gov.

GENERAL INFORMATION

For an examination without a written feature it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 403-6581 three (3) weeks after the final filing date if he/she has not received his/her notice.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

Veterans' Preference: Effective January 1, 2014, in accordance with Government Code 18973.1 and 18973.5, Veterans' Preference will be awarded as follows: 1.) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference. 2.) An entrance examination is defined, under the law, as any open competitive examination. And 3.) Veterans' Preference is not granted once a person achieves permanent civil service status.

Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at <http://jobs.ca.gov/Job/VeteransInformation>, and the Department of Veterans Affairs.

TTY is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device

TTY number: 1-800-735-2929

FROM VOICE PHONES:

1-800-735-2922

TTY is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device

TTY number: 1-800-735-2929

FROM VOICE PHONES:

1-800-735-2922